

It is the policy of NHV to take all necessary precautions to prevent accidents and incidents, to eliminate injury or ill-health to our personnel and partners and to avoid harm to the environment while delivering our services.

This is achieved by making the management of Safety, Health and Environmental (SH&E) risks a core business function.

All of us are accountable for the delivery of this highest level of SH&E performance, starting with the Chief Executive Officer.

It is our policy to:

- Provide the required resources to execute our business in line with this SH&E policy;
- Comply with, and whenever possible, exceed legislative and regulatory requirements, and company procedures;
- Define the management of SH&E risks as a primary responsibility for all employees;
- Manage SH&E risks - to a level as low as reasonably practicable - as part of our daily activity by means of an effective hazard identification and risk management process;
- Establish programs to reduce environmental impacts, conserve and recycle resources, reduce waste and pollution, and improve processes to help protect the natural environment as well as monitoring and measuring performance;
- Define for all employees their accountabilities and responsibilities for the delivery of the SH&E performance and the performance of our safety management system;
- Expect people to take responsibility for the potential SH&E effects of their actions;
- Apply HF principles and integrate the principles in our safety management system;
- Promote an open and just safety culture, where there is a clear line of what is acceptable and what is not;
- Encourage voluntary and confidential reporting of potential or actual deficiencies that would otherwise not be reported through other channels;
- Ensure no action is taken against any employee who discloses an SH&E concern unless such disclosure indicates, beyond any reasonable doubt, an illegal act, gross negligence, or a deliberate or willful disregards of regulations or procedures;
- Establish and monitor our SH&E performance against challenging but realistic objectives and targets;
- Ensure SH&E awareness for all employees by providing adequate information and training;
- Ensure continuous improvement of the SH&E management system;
- Ensure that products and service provided by our subcontractors meet our SH&E standards;
- Ensure this SH&E policy is understood, implemented and maintained at all levels.

Signed by Lars-Henrik Thorngreen, CEO NHV Group and endorsed by the Executive Committee, November 2024.

